

Tempe Police Department

2014 Annual Report

What's Inside:

Mission, Vision, Values, Goals	2
Facts & Figures	3-4
Community Trust	5
Patrol & Traffic	6
Investigations	7
Research & Assess.....	8
Technology.....	9
Outreach	10-11
Employees.....	12
Awards	13
Other Links	13

Message from the Chief

On behalf of the employees of the Tempe Police Department, it is an honor to present our 2014 Annual Report. As a lifetime resident, I am proud to serve our diverse and connected community. The support and partnership that neighborhood residents, Mayor and Council, businesses, and community groups give Tempe Police is clearly reflected in our efforts to positively meet challenges and keep Tempe safe.

No police organization can effectively serve and protect without the assistance, support and trust of those we serve. Especially in today's world, where in some communities trust has eroded, and respect for government and law enforcement agencies is being questioned and challenged. To gain respect we must continue to earn it.

One of the most powerful ways in which we can preserve and protect our constitution and civil rights is to actively promote and champion open dialogue. We must never take for granted the importance of communication and transparency. As one measure of success, we have worked very hard to achieve an 80% approval rating on the annual City of Tempe Community Survey, which is significantly above the national average, and we will keep at it. Being attuned to the many facets of our community determines our success at fulfilling our public safety mission.

The crime rate is based on, and due to, a variety of factors, not all of which are able to be impacted directly by law enforcement. In 2014, reported Part I crime in Tempe increased by 1.5%. Although property crime increased by 2%, violent crime is down by 4%. Sexual assault reporting has increased, and while every assault is a tragedy, the fact that victims are increasingly confident that their voices will be heard is a positive step toward impacting sexual violence. Tempe Police partner each year with law enforcement and social service agencies to bring attention to, prevent, and combat sexual violence. We have been working to remove any stigma attached to being the victim of a crime. We continue to send a clear message that perpetrators of violence and abuse will be pursued, located, arrested, charged, and in partnership with the County Attorney, faced with sentencing for their crimes.

Tempe Police responded to over 151,798 calls for service in 2014. With a resident population of 164,000, the rapidly growing density of our downtown, and an estimated daily service population of over 244,000 – including 59,000 ASU students on the Tempe campus – we face unique and evolving law enforcement challenges, including ongoing citywide traffic safety planning efforts. We work in close collaboration with local, state and national law enforcement partners, making use of the latest technology to fight crime. We are targeting violent repeat offenders and drug traffickers, building solid investigations that result in successful prosecutions. We have deeply appreciated the resident support of our campaign to target neighborhood disorder, loud/nuisance parties, and youth alcohol violations, which have a direct correlation to fatalities and violence, including assault and sexual assault.

The men and women of the Tempe Police Department worked very hard to achieve the results presented in this report, and I am proud to work alongside them. Thank you to our community! Our accomplishments over the past year, and successfully addressing future challenges, is possible only with your trust, support and partnership.

Sincerely,

Tom Ryff
Chief of Police
City of Tempe

Our Mission

*is to suppress
crime and
promote the
safety of our
community.*

Our Vision

We are a highly adaptive, flexible, and proactive organization that integrates both community oriented and intelligence-led policing philosophies.

Our organization is fully staffed with collaborative, accountable, and highly skilled employees who are dedicated to providing the highest quality police services to the community.

We utilize innovative technology, systems, and processes to gather, analyze, and disseminate crime and intelligence information throughout our organization.

We operationalize crime information and intelligence to allocate our police resources strategically and prevent and suppress crime in the community.

We promote regional information sharing and cultivate active community and interagency partnerships.

Our Core Values

Honor

We will be honorable in our principles, intentions, and actions.

Loyalty

We are committed to fellow employees and the community we serve.

Integrity

We value honest communication and our actions match our words.

Dedication

We are devoted to the delivery of effective and efficient police services.

Our Strategic Goals

Our strategic goals guide the activities and direction of the Department, providing a foundation for decision-making that enables continuous delivery of the highest quality police service to the community.

Fight Crime & Enhance Community Safety

Promote Community Involvement

Support & Develop Employees

Enhance Innovation & Technology

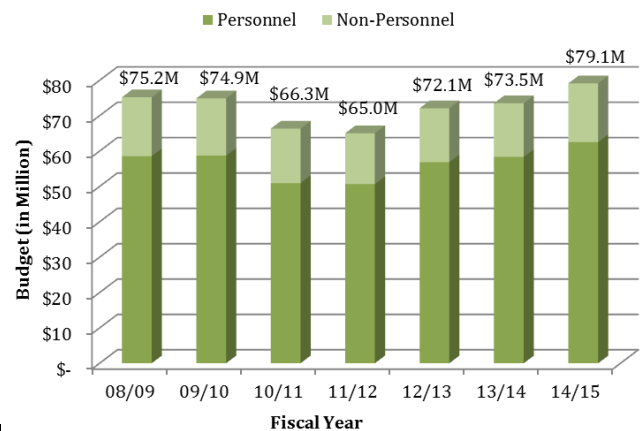


Police Department Budget & Personnel

The Tempe Police Department Fiscal Year 14/15 Operating budget is \$79.1 million, of which 79% is allotted to personnel services.

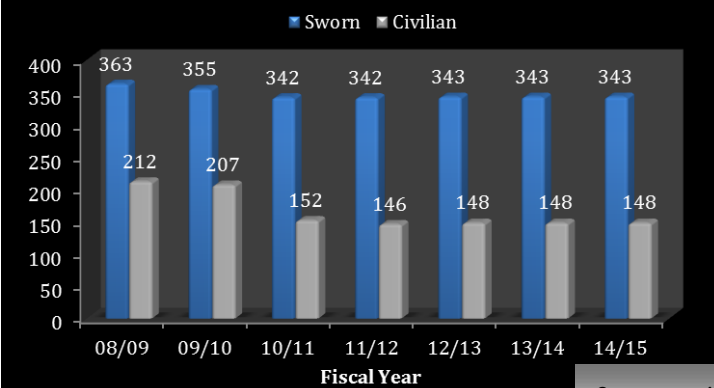
The Department's budget currently has an authorized strength of 491 employees, comprising of 70% sworn personnel and 30% civilian. These personnel numbers have remained relatively stable after the City's budget reduction process that took place during the nation's economic downturn, with no changes over the last three years.

Tempe PD Annual Budget*



*Beginning in Fiscal Year 2012-13, the operating budget total shows an increase due to the inclusion of grant funds (rather than additional general funds) received by Tempe PD.

Authorized Police Dept. Positions



Police Dept. Budget, FY 14/15

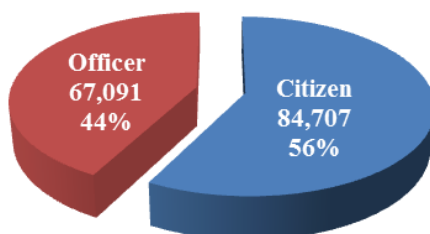
Personnel Services	\$ 62,523,095
Material & Supplies	\$ 2,007,025
Internal Services	\$ 9,189,479
Fees & Services	\$ 4,509,533
Capital Outlay	\$ 832,686
Other	\$ 77,688
Total	\$ 79,139,506

Sworn positions include patrol and traffic officers, detectives, and command staff. Civilian staff includes records clerks, dispatchers, budget and crime analysts, forensic technicians, property and evidence custodians, command staff, and other administrative support positions.

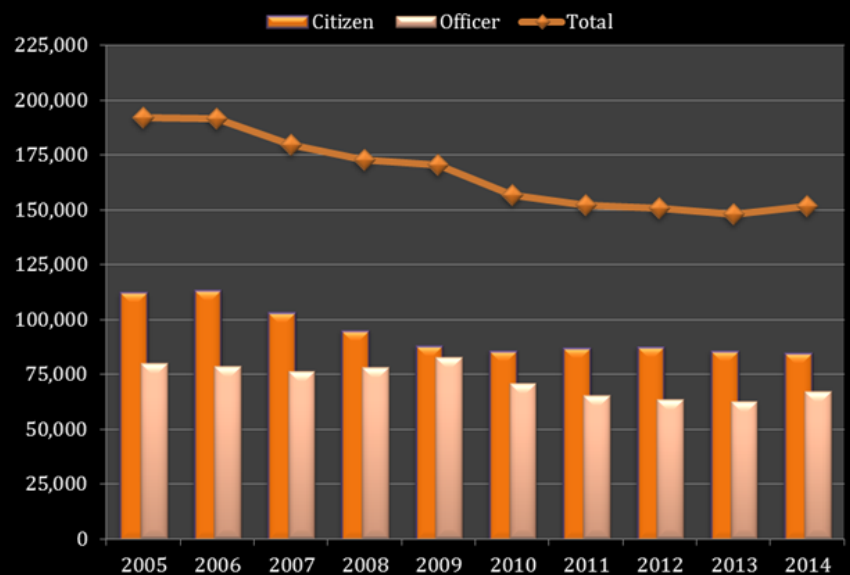
Calls for Service in Tempe

Over the past decade (2005-2014), total calls for service (CFS) have declined by 20.9%. However, for the first time in 10 years, annual CFS have increased (by 2.6%) compared to the prior year. This overall increase is due to the 7.2% increase in proactive officer-generated calls in 2014, as citizen-generated calls continue to decline (by 0.7% compared to 2013).

2014 Calls for Service



Calls for Service in Tempe



(Facts & Figures continued on next page...)

(Facts & Figures continued from prior page...)

2014 Crime in Tempe

In 2014, Tempe had 8,886 reported Part I crimes, a 1.5% increase from 2013 (8,754). More specifically, violent crime (comprised of homicide, rape, robbery, and aggravated assault) decreased by 4% and property crime (comprised of burglary, larceny, motor vehicle theft, and arson) increased by 2% from 2013 to 2014.

Year	Homicide	Rape	Robbery	Aggravated Assault	Burglary	Larceny	Motor Vehicle Theft	Arson	Total
2013	3	62	224	542	1,271	6,115	487	50	8,754
2014	5	103	193	498	1,177	6,406	461	43	8,886
% change	67%	66%	-14%	-8%	-7%	5%	-5%	-14%	1.5%

Crime through the Decade

From 2005 to 2014, reported Part I crime declined by 34%, from 13,517 to 8,886. Specifically, violent crime dropped by 25% (1,060 to 799), while property crime decreased by 35% (from 12,457 to 8,087).

Part I crime has declined by 34% over the past decade.

Reported Part I Crime in Tempe: 2005 - 2014										
Type of Crime	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Homicide	4	6	10	6	2	12	7	11	3	5
Rape	72	71	63	34	64	43	45	47	62	103
Robbery	326	426	330	323	306	268	237	253	224	193
Aggravated Assault	658	592	513	505	548	460	500	576	542	498
Burglary	1,835	1,795	1,866	1,534	1,478	1,416	1,579	1,251	1,271	1,177
Larceny	8,260	8,374	7,958	7,562	6,692	6,412	6,804	6,099	6,115	6,406
Motor Vehicle Theft	2,305	2,420	1,599	1,116	816	650	550	497	487	461
Arson	57	74	69	54	68	42	28	27	50	43
Total	13,517	13,758	12,408	11,134	9,974	9,303	9,750	8,761	8,754	8,886
Violent Crime	1,060	1,095	916	868	920	783	789	887	831	799
Property Crime	12,457	12,663	11,492	10,266	9,054	8,520	8,961	7,874	7,923	8,087

Annual Part I Crime in Tempe



Community Trust

Recent national events highlight the significance of public trust in its law enforcement providers. The resulting public protests, national outcry, and acts of vandalism reflect communities that have lost trust in local law enforcement. The Tempe Police Department fully intends to continue earning the public's trust and to be seen as legitimate. Legitimacy can be observed in the Department's day-to-day actions, and reinforced through two specific Department initiatives.

Legitimacy and Procedural Justice

First, executive staff introduced the concept of legitimacy and procedural justice to the Department's leadership group. As reported by the Police Executive Research Forum, legitimacy is understood as the public's trust and confidence, a willingness of residents to defer to the police, and a belief that police actions are morally justified. The core values of procedural justice include fair treatment, police transparency, impartiality and the opportunity for individuals to have a voice, creating an environment where both citizens and officers feel that they are treated with dignity and respect. The Department's leadership group was challenged to internalize these concepts within their individual workgroups, beginning with a retreat in which lieutenants presented how to best promote these philosophies throughout the Department. The process has continued with an expectation to incorporate these concepts in the Department's daily interactions with the community and staff.

Project Humanities

Second, the Department contacted Dr. Neal Lester, the founding director of Arizona State University's award winning Project Humanities. Dr. Lester is an expert on human relations, with extensive experience on topics involving community and respect. In an effort to establish a greater partnership with Project Humanities, a cohort of employees participated in Dr. Lester's "Perils and Perks of Privilege" workshop. Through facilitated exercises, group discussion, and personal reflection, participants explored topics of diversity and inclusion from the perspective of privilege. This workshop acknowledges that we all come from different types of privilege, which molds our thinking, perceptions, and bias. Due to the success of this program, the department intends to provide the same workshop for the entire organization in the summer of 2015.

Sexual Assault Awareness

A component of community trust is the public's confidence in the police to effectively respond to crime and disorder. Sexual assault is one of the most sensitive and invasive of all crimes reported to the police. In 2014, the City of Tempe—for the first time in over 10 years—experienced over 100 reported sexual assaults. In light of Tempe Police Department's (TPD) mission to "suppress crime and promote safety," this increase confirms the importance of continuing to focus attention on and provide substantial resources towards fully understanding and curbing this anti-social behavior.

Much of this reported increase was expected due to a national awareness campaign, significant news media attention, the U.S. Department of Education's Title IX initiatives, and a U.S. Presidential task force that catapulted this issue—particularly on and around college campuses—to the forefront of our public consciousness. TPD, in partnership with ASU, has made awareness and enforcement/investigation of sexual assault a top priority in 2014, and will continue to do so in the future. Sexual assault has historically been one of the most under-reported crimes, particularly as a result of the stigma associated with it. April is recognized as national Sexual Assault Awareness Month (SAAM), and Tempe PD invested vast resources in 2014 to encourage reporting and raise awareness of the risks associated with drinking and partying. For two years it has been a primary focus of the Safe-and-Sober initiative. Crime prevention and situational awareness is key to addressing this social problem.

TPD will continue to rigorously investigate reported sex related crimes, review policies and procedures for responding to and investigating sexual assault, and work with the larger ASU and regional community to ensure the well-being of victims is maintained and offenders responsible for these acts are brought to justice. Residents and visitors to the City of Tempe are strongly encouraged to report sexual misconduct to the authorities. Only when these crimes are reported can TPD take action. By actively reporting crime, you play a critical role in fighting crime and enhancing safety. Thank you for being the eyes and ears of our community.

For more information, visit the NSVRC website:

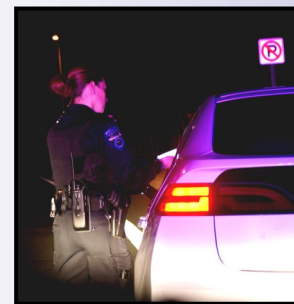
<http://www.nsvrc.org/saam/sexual-assault-awareness-month>



Patrol & Traffic

Winter Freeze

In December 2014 and January 2015, the Department ran its “Winter Freeze” operation, a public information and enforcement campaign. With a focus primarily on major shopping centers, locations were selected based on their historical increase in crime during the holiday season, while also having the highest potential for impact from our efforts. Police activity included business education outreach, enhanced traffic enforcement, bus security, probation roundup, and the use of License Plate Reader (LPR) in target areas.



Bike Peddler

Operation Bike Peddler began in January and ended with search warrants in March. Several units in the Department collaborated on the operation with a common goal of reducing bike theft and other crimes in which the known suspects were involved, including burglary, larceny, and drug-related crimes. Emphasis was placed on both suspects responsible for bike thefts, as well as those who fenced the stolen bikes. Using a variety of investigative techniques, TPD arrested sixteen suspects with six search warrants written for nine separate locations. The charges included multiple counts of stolen property, possession of stolen property, theft, possession of dangerous drugs, and possession of drug paraphernalia, in addition to clearing other felony and misdemeanor warrants. Over the course of the operation, the total value of bikes, bike parts, tools, computers and weapons seized or recovered was in excess of \$24,000.

East Valley DUI Task Force

Tempe PD participated in the East Valley DUI Task Force on specific days from November 27 – December 31, 2014. Over 1,000 officers participated from 11 different agencies engaging in a total of 10,141 contacts, 726 of which were Designated Drivers. There were 1,366 DUIs processed, including 131 aggravated and 355 that were involving drugs. Overall, 5,240 citations were written by participating agencies.

Tempe DUI Squad:

- Contacts: 214
- DDs: 21
- DUIs: 21
- Citations: 187

Agencies Involved: Tempe PD, Phoenix PD, Arizona State University PD, Salt River PD, Scottsdale PD, Mesa PD, Chandler PD, Gilbert PD, Apache Junction PD, Maricopa County Sheriff's Office and Arizona Department of Public Safety.



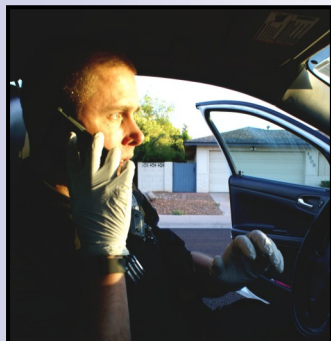
Traffic

The Tempe Police Department maintains its commitment to the reduction of fatal and serious injury motor vehicle collisions by conducting strict enforcement of traffic and DUI laws in our community. In addition to extra intersection enforcement, additional traffic resources were assigned to the main arterial roadways in an effort to further reduce traffic collisions, enforce traffic statutes and improve the overall safety to the surrounding neighborhoods. In 2014, there was a 9.4% decrease in accidents at the top five ranked intersections from 2013.



The Traffic Bureau applied for a grant from the Governor's Office of Highway Safety (GOHS) and received the funding for four marked Police Honda DUI Enforcement Motorcycles (valued in total at \$100,000). The additional motorcycles assisted TPD in identifying and conducting enforcement stops and removing impaired drivers from roadways.

Investigations



Sex Crimes

Tempe experienced one of its most horrific sexual assault crimes in October 2014 against a member of its elderly community. This event led to the creation of a multi-agency task force including the Tempe PD, Mesa PD, United States Marshalls Office, and the East Valley Fusion Center. Within 500 hours of the offense, the suspect was identified and arrested while physical evidence was recovered linking the suspect to the crime in Tempe, as well as crimes in other surrounding cities. A dangerous sexual predator was taken off the street.

Sex Trafficking

The Department's Special Investigations Bureau (SIB) was involved in several sex trafficking operations in 2014. SIB sent four supervisors and six detectives to assist with Operation Blue Wave in Phoenix for one week. They also participated and assisted with training Yavapai County officers and detectives with their sex trafficking operations, resulting in nine arrests.

During a four-day investigation in April, SIB partnered with the Department's Special Victims Unit, Tactical Response Unit, and Gang Unit for Operation Hook Line and Sinker, in which 30 arrests were made.

In preparation for Super Bowl XLIX, SIB assisted in Arizona's High Intensity Drug Trafficking Area (HIDTA) sex trafficking operation. Two of the primary detectives used in the operation were Tempe female officers. Over the course of two weeks, 30 arrests were made. SIB conducted two additional operations in July in preparation for the Super Bowl. Operation Square Dance, a three day sex trafficking investigation, and "Johns Week," together resulted in 20 arrests.



Significant Drug Investigations

In August 2014, the Special Investigation Bureau (SIB) conducted an investigation into a group of subjects responsible for the transportation of marijuana from California to Arizona and the distribution of marijuana and Hashish throughout the Phoenix Metro Area. One suspect in this case was identified as living in Tempe and was acting as a runner of money and drugs to and from California. The suspect and her two roommates were also dealing illegal drugs in and around the Tempe area and from their residence. Over two days in September, detectives from SIB, Tactical Response Unit (TRU), and the Gang Unit served four search warrants, resulting in eight arrests, the seizure of marijuana, hash, mushrooms, LSD, drug proceeds in excess of \$167,000, two vehicles, and the dismantling of two hash labs and one stash house.

In a separate investigation in August, SIB served two search warrants. This case started in Tempe, when the suspect opened an illegal marijuana dispensary. The suspects had plans to open a second location in Tempe prior to the dispensary shut-down. Further investigation identified three different locations in Phoenix and Glendale run by the same suspects. The investigation resulted in the seizure of 74 pounds of marijuana, several guns/rifles, three vehicles, \$25,000 in designer handbags and shoes, and \$183,000 cash.

Narcotics Bureau

Throughout the 2014 year the narcotics bureau conducted numerous investigations into illegal dispensaries and people distributing narcotics in Tempe and other valley areas, resulting in 70 arrests, 89 warrants, 17 guns, more than \$540k in cash, and the seizure of numerous prescription and illegal street drugs.



Research & Assessment

2014 Safe & Sober Operation & Assessment

The 2014 Safe & Sober Operation took place over several weekends in August and September as students returned to school. With the help of other agencies, Tempe provided extra patrols to focus on areas with historically high nuisance and loud party calls for service in an effort to reduce violent crime.

After the operation, the Department's Strategic Planning, Analysis and Research Center (SPARC) conducted an assessment of the operation's effectiveness. A general analysis showed loud party calls continue to decline, along with a reduction in violent crime. To read the full Operation Safe & Sober 2014 Assessment, [click here](#).

Crime Analysis Capacity Grant

The Police Department received a \$300,000 grant from the U.S. Department of Justice—Bureau of Justice Assistance, entitled Nationwide Crime Analysis Capacity Building Project. The grant provides assistance to improve crime analysis through elements of Intelligence Led Policing by enhancing the Department's capacity to manage repeat offenders and target high density areas in time and space. The Department will bring host Subject Matter Experts from across the country to improve its ability to identify and apprehend chronic serious criminals and to increase its crime mapping capacity to predict and forecast where and when crime will likely occur in order to best allocate resources. Part of the grant will also purchase hardware and software to push the information out to patrol cars in the form of computer dashboards—statistical graphs and maps on mobile in-car devices.



Crime Suppression Team

The Police Department conducts weekly Crime Suppression Team (CST) meetings in which Patrol Lieutenants and other Command staff discuss current issues and crime trends and how they are being addressed. In 2014, the timeline on which the Crime Analysis unit reports crime data changed. The quick turn-around, along with future projections of crime in certain areas based on past trends, allows the Lieutenants to more closely target areas during the most frequent time of occurrence. Additionally, at the end of each reporting period, Lieutenants are provided feedback as to whether their plan had any effect on the crime they were targeting.

In conjunction with the Department's strategic plan, the patrol lieutenants developed operational strategies targeting residential burglary and theft from vehicle.

Community Assessment

The Community Assessment was developed by the Department's Strategic Planning, Analysis and Research Center (SPARC) as a planning tool to identify future public safety resource needs for Tempe. The assessment furthers our understanding of the changing demands for public safety over the next three years by providing a snapshot of resident demographics and how they have changed over the past 10-12 years. These indicators and the changing needs of the community influence workload demand. The document also reviews current and planned developments in the city and their impact on traffic patterns and congestion, police calls for service and crime, crime prevention efforts, and fire, Medical, and Rescue calls for service.

Additionally, the assessment includes a discussion on the impact to City public safety services as it relates to Arizona State University's Tempe Campus. Current and forecasted growth specific to on- and off-campus populations serve as an indicator for future needs. An analysis of Department workload indicators is provided, which includes trends in police, fire, medical, and rescue calls for service and crime. Analysis was conducted by type of activity, as well as geographically. The Community Assessment provides an accurate image of Tempe today and tomorrow to effectively plan resource and service delivery to the community over the next three years. [Click here](#) for the full report and the 2015 update.

Enhancing Information Technology

Tempe PD chosen as beta site for system upgrades

The Department's Records Management System (RMS) is upgraded every 18-24 months. With each update, one agency in the country is selected as the beta site to test the upgrades and identify program glitches. Tempe was selected as the beta site for the entire country in 2014 for Versadex version 7.5. Over the course of the six week beta test, TPD found 31 bugs to fix before deployment to the rest of the country. TPD has been asked to beta test the mobile portion of the system in 2015.

SMART 911

As of August, 2014, Tempe is the first municipality in Arizona to implement Smart911. Smart 911 allows Tempe residents the ability to proactively provide details about their family and home that may be needed in the event of a 9-1-1 emergency. Once an account is created, the information is stored in a secure facility and only made available to 9-1-1 in the event an emergency call is made from a phone number tied to the safety profile.

When an emergency strikes, you may be panicked or unable to communicate critical details a 9-1-1 call taker needs in order for them to provide necessary assistance. Smart911 safety profiles allow you to provide that information in a private and secure manner and will only be provided to the 9-1-1 call taker in the event of an emergency.

[Click here](#) for more information.



Did you know?

9,626

Number of public records requests completed in 2014 between Records, Communications, Forensic Services, Community Affairs and Media Relations. These requests include, but are not limited to, requests for calls for services, police reports, street checks, 911 tapes/transcripts, and photographs.



Digital Evidence

The Department brought together approximately 30 representatives from numerous work groups to begin the process of implementing a digital evidence program. The Request for Proposal (RFP) was drafted and sent out to vendors that provide wearable body cameras and a comprehensive digital evidence storage solution that will store and manage the department's audio, video, and still images. Officers will be provided with iPhones to facilitate the body camera system and capture evidentiary photographs. Tempe PD plans to fully implement the body worn camera system incrementally over the next three years with the purchase of approximately 370 cameras. The goal of the Police Department is to capture video/audio from the officer's perspective, cause minimal impact on their shift for use, and upload and provide a digital evidence storage solution that meets security and retention requirements.

COP Portal Replacement

The Central Operations Portal, the Department's intranet website, will transition to Microsoft Sharepoint in 2015. Most of the legwork was completed last year, including the Request for Proposal (RFP) and purchase, and will be rolled out in 2015. The Sharepoint site will serve as the one place to access forms, police orders, zone books, MS Outlook, folders, and shared calendars stored in one place. Officers can find crime maps and bulletins here, as well as access a training component. The overall goal is to eliminate redundancy and multiple logins, and will be accessible by desktop and mobile devices.

Community Outreach

Social Media

According to the 2014 Tempe Community Survey, 72% of Tempe residents have smart phones. In order to keep pace with and anticipate the future law enforcement and communication needs of our growing community, members of the Tempe Police Department's leadership team recognized the need to implement a formal social media program operating out of the Organizational Services Division. In August, the social media program was created, including a sworn position reassigned to manage the program. The Department has since launched a free smartphone app that allows people to submit tips, check for sex offenders, see a TPD directory, look at wanted persons, FAQs, and much more. The app is currently being developed in Spanish so the Department can reach more members of the community.

The intent of the program will be to assist the Tempe Police Department in the following areas of concentration: community outreach and crime prevention, enhanced online services, proactive communication regarding efforts of employees & successes of TPD, recruiting and hiring, and criminal investigations.

Statistics:



Launched Twitter account May 2011, 6,570 followers



Launched Youtube in August, uploaded 16 videos with 10,415 views



Launched separate Facebook page from Fire Medical Rescue in October



Blogger/Google+, launched in October; 6,432 views

Mobile App: Launched October 2014; 951 downloads

Trainings

Investigations taught (25) classes ranging from Undercover Familiarization to Active Shooters to Drug awareness classes. These classes were taught at Crime-Free Multi Housing complexes, elementary schools, middle schools and high schools, as well as for church organizations, Boy Scout Troops, Cub Scout Troops, Youth Leadership organizations, and local businesses.



Volunteers in Policing

The 110 Tempe Police Department Volunteers in Policing worked 12,240 hours in 2014, which equates to \$245,780 in cost savings. These men and women assisted with tasks including (but not limited to) administrative needs, bicycle registrations, warrant surrenders, fingerprinting, hiring processes, DUI enforcement, Crime Prevention, Crime Analysis, K9 training, charitable events, mounted training and care, firearms range maintenance, and patrol fleet care. VIP support is invaluable to the Department, its employees, its service animals and the community.

Park Patrols

Volunteers attended training in November to provide "extra eyes" and visibility for the Department in the city's parks. Since resources are limited, parks were ranked by the number of calls for service they receive. Those parks with the most calls will be patrolled first.



Events

Investigations held 12 community events ranging from career days, to church events, car shows, the Veterans Day Parade, and pre-school and elementary school events. During these events, members of the Special Investigations Bureau (SIB) took the Department's armored vehicle for the public to explore and ask questions. In addition, equipment specific to special investigations was displayed for participants to handle.

In collaboration with Angels on Patrol, members of the Tempe Police School Resources Unit distributed more than 500 backpacks containing much needed school supplies to Tempe students.

Over the course of three meetings, employees from the Department's Strategic Planning, Analysis and Research Center (SPARC) facilitated the creation of the Tempe Union High School District's safety strategic plan for a safer school environment. The participatory process included collaboration among students, parents, teachers, and administrators from each of the seven schools.

The Forensic Services Unit was asked to present their trade to approximately 125 5th and 6th grade students at Broadmor Elementary School. Forensic technicians presented information on fingerprinting, light sources, and other functions—and they were kind enough to stay and have lunch with the students! (pictured on left)

Community Outreach

Food drive for the Lost Our Home Animal Shelter

Tempe Police and Courts employees partnered with Tempe Schools and the Tempe non-profit animal shelter “Lost Our Home,” collecting nearly 10,000 pounds of food for abandoned or vulnerable animals.

Often, Tempe Police Officers who respond to an abandoned, vacant or foreclosed property encounter an abandoned animal. It can be extremely difficult for officers to locate a shelter that is willing to provide medical care and a home for abused or injured animals until a permanent home with an adoptive family can be found. Finding an appropriate agency with resources to provide immediate shelter and veterinary care for an injured animal has also been time-consuming and, since shelter resources are limited, an often disappointing endeavor.

The “Lost Our Home” Animal Shelter <http://www.LostOurHome.org> recently opened at 2323 South Hardy Drive in Tempe and has filled that partnership gap. In addition to being a compassionate resource, the availability of the staff and shelter services frees Police Officers to return to handling calls for service even more quickly.

During the recent food drive, Tempe City Court employees challenged Police employees for the most donations. Police School Resources Officers and students from the Tempe Union High School District also rose to the challenge, raising nearly 7,000 pounds of animal food.



Furever Home Fridays

Each Friday, TPD features #FureverHomeFriday where an adoptable pet is posted on the various social media sites including Twitter, Facebook, and Blogger. It is the Department's way of recognizing and promoting these organizations for their much appreciated assistance.

This puppy was rescued by a TPD officer in December when it was found crying for help in a storm drain.



Special Olympics Torch Run

Over the years the Special Olympics Torch Run event has received great support from the Tempe Police Department and its employees. 2014 was no exception as employees participated in a 3 mile run that ended at Tempe Beach Park. Officer Kelly Angel represented the Department in the final leg of the event, which began at Wesley Bolin Memorial Plaza in Phoenix and culminated at Grand Canyon University - with a parade and Special Olympics Ceremony kickoff. The Department's fundraising efforts resulted in a financial contribution of \$3,508.



Developing Employees

“Keeping good people good” Training

As part of the strategic goal to support police employees, the Tempe Police Department invited retired Tucson Police Captain and national speaker, Dr. Jack Harris, to speak at training sessions attended by nearly every police employee. Dr. Harris focuses on what he terms, “Keeping good people good.” Police employees are exposed to daily pressures, demands, and critical incidents far above and beyond what most people are exposed to, which often brings frustration, disillusionment, burnout, and health and quality of life issues. Dr. Harris offered tools to assist in maintaining work-life balance and personal resilience that is essential for their well-being. Additionally, Dr. Harris spoke to families of police employees for an evening, discussing the unique demands placed on law enforcement families and provided methods for families to thrive at home. Dr. Jack Harris was well received and will provide ongoing training for our Critical Incident and Peer Support Teams.



Women in Leadership Law Enforcement Group comes to fruition

The First annual Women in Leadership Law Enforcement Forum was hosted by TPD’s Women in Leadership Committee, recognizing the importance of creating ongoing training, development, and mentoring outreach opportunities to employees across the organization.

On May 30, 2014, the Tempe Police Department 101 Network collaborated with Rio Salado Community College to host a training seminar for women in policing. The women on the committee dedicated their time and efforts in bringing relevant and meaningful training topics in a forum that hosted several valley agencies. Their efforts in developing, mentoring and creating a positive influence for women in policing should be commended. In planning this event these women showed their leadership, commitment and hard work in providing an exceptional event that was well attended by over a 100 women in law enforcement from around the valley. The Women in Leadership Committee was presented a Team Award for all of their hard work in organizing the training that can further help develop women in law enforcement.



In Memoriam

Remembering K9 “Deuce”

In October, a long-time member of the Tempe Police K9 Unit, “Deuce” passed away suddenly while training with his handler and other members of the K9 Unit. Upon collapsing, officers rushed “Deuce” to a local animal hospital where vital attempts were made to revive him, with no success.

A ten year old German Shepherd, “Deuce” was a dual-purpose service animal who engaged in both patrol/apprehension work and narcotics detection.

Though “Deuce” will no longer be physically present, his contributions and memory will forever be a part of the success and history of our organization. His protectiveness, work ethic, and loyalty are all qualities which



Lifesaving Awards

Officers Bryan Berman, Kyle Gonyer, and Andres Molina performed lifesaving techniques on a shooting victim with a chest wound. Officers applied pressure and placed fingers inside the wound to control the bleeding until Tempe Fire Medical Rescue Department arrived on the scene.

Officer Michael Kells was first on the scene at a call reporting a female not breathing and with no heartbeat. He delivered chest compressions for several minutes until the Fire Department arrived. She survived thanks to Officer Kell's perseverance.

Officer Travis Smith responded to a choking call. Upon arrival, the female was not breathing and her jaws were tightly clenched. Officer Smith was able to open her mouth enough to retrieve a piece of food blocking her airway. Upon removal, she regained consciousness and was able to breathe on her own.

Awards

Medal of Valor

Officer Andrew Brooks was awarded the medal of valor for knowingly risking his life and ensuring the safety of his fellow officers. Officers responded to a hotel where a subject was wanted from a prior domestic violence assault and had threatened to shoot Police if contacted. As the suspect exited the building to find officers waiting, he retreated back into the lobby. As officers approached, he shot at the officers through the glass door. Officer Brooks stood his ground near a tree as he returned fire, hitting the suspect and ensuring that the safety of other officers was maintained.

Meritorious Service Award

~ Chris Perry ~ Luke Trader ~

Rotary Officer of the Year

Officer Jamie Scharrer was awarded the 2014 Officer of the Year from the men and women of the Tempe Police Department and the members of the Tempe Rotary Club. Officer Scharrer has been with the department for 2.9 years, and has been an exemplary officer and contributor to the Tempe community.



Chief Tom Ryff Receives Friend of NOBLE Award

Tempe Chief of Police Tom Ryff was selected to receive the "Friend of NOBLE Award" from the National Organization of Black Law Enforcement Executives (NOBLE). The Friend of NOBLE award recognizes a public leader who has demonstrated himself/herself as a highly competent public servant at the forefront of providing solutions for law enforcement issues and concerns in the community. Emphasis is placed on choosing a leader who exemplifies a commitment to diversity and to the community.



Additional Links & Resources

[City of Tempe](#)

[Tempe Police Department](#)

[Tempe Police Foundation](#)

[Partners in Crime Tempe](#)

[Crime Statistics & Reports](#)